

## **FREDERICK COUNTY HUMAN RELATIONS COMMISSION**

**July 29, 2014**

### **MINUTES**

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The July 29, 2014 meeting of the Frederick County Human Relations Department met at 7:00pm in the 3<sup>rd</sup> floor conference room at Winchester Hall, 12 E. Church Street, Frederick, Maryland.

I. The meeting was called to order at 7:00 pm by HRC Chair Angela Spencer; an invitation to recite the Pledge of Allegiance was given.

II. The following members were present at the meeting: Angela Spencer, Tonya Amedon, Jack Thomas, David Kaye, Lisa Clark, Georgia Anne McCauley, Francisco Alves, Adeyemi Adeoye, Irene Packer-Halsey, Kavonte' Duckett and Mari Lee.

The following members were absent: Melissa Meath, Felicia Turner, Annette Breiling, Oladimeji Ibraheem.

The following members of the public were present at the meeting: Anastasia Rosen-Jones, Jennifer Charlton, Maureen Connors, Chief Thomas Ledwell, Lt. Matt Evans, Sgt. Angela Waechter, Captain Patrick Grossman, and Marguerite Kaye.

III. The June 24, 2014 minutes were unanimously approved with a request from Anastasia Jones to rewrite the paragraph about her organization. The March on Frederick information is to be corrected to show the March on Frederick will begin at Harry Grove Stadium. On page 4 Francisco Alves was spelled incorrectly. The motion was made by Kavonte' Duckett and the second was made by Irene Packer-Halsey.

#### **IV. Comments from the public**

Chris Huckenpoehler stated he would like to volunteer assistance with getting the flags to the Naturalization Ceremony and also would like to label the flags according to country. He will be coordinating with Lisa Clark to get a volunteer to assist him with the labeling at least 2 weeks prior to the event if approved by Hood College.

Chief Ledwell, Captain Grossman, Lt. Matt Evans and Sgt. Waechter from the Frederick Police Department presented a report that addressed questions from the previous presentation given on April 29, 2014 to the Commission.

Commissioner comments and questions after the presentation:

Lisa Clark said she appreciated the short bullet points on the report. The American Karate Academy offers day and evening classes for de stressing if the PD is interested. She works in many counties and feels like Frederick is light years ahead in their recruitment efforts.

Angela Spencer stated that FCC offers Stress Management for Law enforcement and Corrections officers.

Tonya Amedon appreciates both the annual report and the supplemental report and both are detailed. The website is also good. She likes that the department is promoting success instead of failure.

Irene Packer Halsey said she appreciates the community in which she lives.

Angela Spencer stated that there are 3 main issues: prior drug usage, prior charges and education levels. There are state standards that must be followed.

Mari Lee said she reviewed the website during the presentation and found it to be user friendly. She was not aware of the lawsuit prior to the meeting. She suggested that the website have photos of all races so that possible applicants can relate. She questioned if the department went to schools to recruit. Chief Ledwell responded that traditionally those types of recruitment efforts do not pay off. After the budget crisis of 2008 the loss of staff prevented the department from doing a lot of outside recruitment efforts however staff levels are being brought back up to include outside efforts. Mari also suggested boosting posting on Face book.

Georgia Ann McCauley asked regarding an applicant that had relatives with records, how does it affect the applicant's chances? The response was that no one was ever disqualified because of a family member having a record.

Jack Thomas stated that it looks like the standard has been lowered and asked how many recruits are in each class? The answer was 8-10 position in a class.

Kavonte' Duckett asked what the main problem with hiring is. The answer was that the applicants fail to follow through to make it through all of the qualifications. Sgt. Waechter reported that she called all of the black female applicants personally and tried to encourage them to follow through. They all had various reasons as to why they did not proceed and the one that did try did not make it through the process.

Irene asked if you don't make it the first time can you reapply? The answer was yes you can.

Francisco asked about the level of English proficiency needed to attend the classes. The answer was that they have examples where the lack of proficiency did not stop an individual from being able to finish the academy.

The new academy starts in November.

## V. Officers Reports

### a) **Executive Committee**

Strategic Plan – Melissa is compiling the information. It will be presented in the months to come.

### b) **Treasurer's Report**

There is \$4,924.58 available to the Commission at this time.

### c) **NAC Updates**

No updates

### d) **Community Awareness**

There was an incident recently that one of the Commissioners happened to come upon. The Frederick City Police department were thanked and commended for handling it appropriately. It is still an open investigation.

## VI. Committee Reports

### a) **Community Relations Committee**

Naturalization Ceremony - Linganore High School - October 11, 2014

Lisa reported that Elizabeth Chung will be the keynote speaker

Francisco Alves will do the welcome

ROTC from Linganore will do the Flags

The Band director at Linganore will assist with music

Col Middleton from Ft. Dietrick will be attending the ceremony

Principal David King is excited to have the ceremony at his school

National Night Out – Tuesday, August 5, 2014 – A signup sheet was distributed to the members for them to pick a location to man a booth. A representative from each location was given a box of giveaways and was asked to take a table to their locations.

### b) **Government Relations Committee**

Legislative Updates

Francisco Alves reported that he attended the meeting where he was given information about the committee and its functions

Legislative Luncheon - It was discussed at the meeting and follow up information will be forthcoming.

### c) **Internal Relations Committee**

Fair Housing 2015/Fair Housing Commission/Frederick County

Association of Realtors/HRC Joint effort

David Kaye reported that he is still working with the Frederick County Association of Realtors. They are working on a grant to promote the event and for food and other

items. The Community Room at the library is being considered as a location for the event.

The IRC is now looking over the HRC by-laws to see if there are any changes that may need to be made.

## VII. New Business

Angela called attention to the new agenda format.

The HRC and the Commission for Women along with a few other partners are preparing to offer a Human Trafficking Event on Oct 2 from 6:30 – 9:30. It will be held at Winchester Hall. The theme will be “Out of Site out of Mind”. The Maryland Commission for Women will be picking up part of the cost as well as a State Grant. Angela asked the HRC if they would be willing to designate up to \$50.00 to cover extra expenses that may be incurred for the event. There was a motion made by Kavonte’ Duckett to allow the HRC to use up to \$50.00 for the event. A second was made by Lisa Clark with a unanimous vote.

## VIII. Old Business

Pangea Festival – planning for 2015 - next meeting August 4, 2014 at 5:30 pm - AACF Office, 1080 West Patrick Street, Suite 16, Frederick, MD

Irene stated that different coalitions and groups that will be accepting unaccompanied minors will surface in Frederick. She will try to keep us updated as she receives information

## IX. HRD Director’s Report

Miles Ward reported that 1 month ago there were 4 complaints filed however there have been none since.

Miles thanked everyone for attending the meeting and was pleased that there is a quorum.

## X. Announcements

### Events

- **National Night Out** – August 5, 2014 (Tuesday). This event is sponsored by the Frederick Police Department. The HRC will have tables at several locations.
- **In the Street** - September 13, 2014 (Saturday) – downtown Frederick, from 11 am until 5 pm. HRC will have a table.
- **March on Frederick** - September 26 (Friday) – A tribute to the historic March on Washington in August 1963, the march will begin at Harry Grove Stadium and end at Alumnae Hall at Hood College
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- **9<sup>th</sup> Annual Festival Latino De Frederick** – September 28 (Sunday) – FCC from Noon until 5:00pm HRC will have a booth at this event
- **Human Trafficking Symposium** – October 2, 2014 – Winchester Hall 6:30 – 9:30pm The target audience will be first responders
- **Naturalization Ceremony** – October 11, 2014 at Linganore High School

XI. The meeting was adjourned at 8:50pm.